

Lincoln County Coalition Against Child Abuse & Child Advocacy Center Cultural Competency and Diversity Policy

The Lincoln County Coalition Against Child Abuse & Child Advocacy Center, Inc. (LCCACA&CAC) is a culturally competent, citizen-based organization dedicated to preventing child abuse and neglect in all forms and providing intervention and treatment when our children have become victims. The LCCACA&CAC is dedicated to being the primary source of relief through a coordination of efforts when a child is victimized. The LCCACA&CAC was established to respond rapidly and effectively to reported cases of child abuse with a comprehensive culturally competent multidisciplinary team approach with the intent to minimize further trauma to the child and non-offending family members, to enhance the legal system which will result in an increased rate of prosecution of perpetrators, to promote appropriate therapy for the child and non-offending family members, and to follow-up with the child and family throughout the periods of investigation and therapy.

The LCCACA&CAC is committed to providing services in a culturally appropriate manner and has developed a plan that includes community assessment, goals and strategies. The LCCACA&CAC actively seeks to attract and retain culturally representative board members, staff and volunteers. The staff, Board of Directors and Multi-disciplinary team will require on-going Cultural competency educational information and/or offer training on a regular basis or whenever turnover in staff requires it.

The LCCACA&CAC strives toward the goal of cultural competency by:

- Valuing diversity
- Provide input for the community
- Identifying areas of need and growth
- Identifying strategies to address this need
- Implementing strategies
- Evaluating the outcomes

Goals

- Ensure ongoing community involvement and outreach
- Aspire toward seamless cross-cultural services
- Endeavor to meet the needs of those with limited English language proficiency
- Endeavor to meet the needs of those with special mobility and/or physical disability needs

Strategies for meeting and maintaining goals

- Recruiting minority community members and representatives of other underserved populations to serve through outreach.
 - Board of Directors
 - Advisory boards
 - Committees
 - Volunteers

The LCCACA&CAC does not discriminate on the basis of race, culture or physical disability. The LCCACA&CAC will strive to meet the needs of every child and family served by the Center.

Strategies for meeting and maintaining goals

- *Education and training in the field of cultural diversity will be offered by the LCCACA&CAC to its partnering agencies.
- * When possible, intra-agency cultural diversity training will be provided. It is critical to provide these services during the day of the forensic interview and throughout the entire CAC process.

- *The LCCACA&CAC will provide written supportive materials in English and Spanish for children and their non-offending caregivers.
- * Augmentative communication maybe used for developmentally delayed children
- *Translators for the hearing impaired.

Evaluating the population of Lincoln County is essential to identifying the areas of need and creating a standard for cross-cultural services.

Demographic Profile of Lincoln County, NC Source - United States Census 2010 Population - 78,265	
Ethnicity:	
Hispanic or Latino	5,238
Non Hispanic or Latino	73,027
Race:	
White	69,940
African American	4,340
Asian	421
American Indian/Alaskan Native	250
Native Hawaiian/Pacific Islander	17
Other	2,078
Identified by two or more	1,219

Measurement

This plan shall be reviewed by the LCCACA&CAC Board of Directors at a maximum of every five (5) years for strategic planning according to the rising diversity needed within the Lincoln County community. Data will be collect from surveys, NCA track, ect and be reviewed with the focus on providing culturally competent seamless services.

Revision History			
Date Written	Written By	Approved By	Revision
02/24/2014	SCG	SR	New writing